

Ultrafabrics Group Global Human Rights Policy

We recognize our responsibility to manage our business with respect for human rights, based on the value that everyone deserves to be treated equally, with respect and dignity.

Ultrafabrics Holdings Co. Ltd., together with all subsidiaries (hereinafter collectively referred to as “Ultrafabrics Group”) establishes this Global Human Rights Policy and it shall apply to all Ultrafabrics Group executives and all employees. We request all of our business partners to support this policy.

Ultrafabrics Group respects the fundamental principles set forth in the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO).

We recognize the following as important issues and will adhere to them:

Discrimination: We will respect diversity of individuals. We prohibit discrimination based on nationality, race, ethnicity, religion, ideology, gender, age, disability, gender identity, sexual orientation, and other factors.

Consideration for Local Communities:

We respect local cultures and customs, engage in dialogue and consultation with local communities, and take necessary actions in accordance with relevant international norms to prevent and mitigate any negative impact on the rights of local residents.

Land, Forest and Water Rights:

We do not deprive local residents of their right to enjoy a good environment and to seek the preservation of a healthy and comfortable environment by destroying the environment, causing air and soil pollution or water pollution in the course of our business activities.

Harassment

We prohibit any conduct that offends mentally or physically, the dignity of any individual.

Forced Labor and Child Labor:

We do not use forced labor or child labor. We also do not tolerate any form of modern

slavery, including human trafficking.

Promoting Workplace Safety and Satellites:

We will create a safe and healthy work environment by complying with all laws and regulations of the countries or regions where we conduct business activities.

Working Hours and Wages:

We will comply with all applicable laws and regulations regarding working hours and wages in the countries and regions where we conduct business activities.

Guarantee of Freedom of Association and Collective Bargaining:

We will comply with the laws and regulations applicable in the countries and regions where we conduct business activities, and respect the freedom of association and the right to collective bargaining of our employees.

Access to Remedies:

We ensure that victims have access to effective processes to obtain effective remedies when they cause negative human rights impacts.